

**The National Weather Service
Two Year Summary of the
Exit Interview Conducted by Supervisors
For Employees Moving to Another NWS Office**

- **Reporting period: 8 quarters, from October 1, 2001 to October 2003**
- **Number of exit interviews conducted: 53**

For questions 1-3, the *average* rating is provided for each item. **The rating is based on a scale of 5 (exceptional) to 1 (poor).**

1. Working Relationships

- 3.8 Morale
- 4.3 Working relationships with peers
- 4.5 Working relationship with immediate supervisor
- 4.2 Opportunities to contribute to workgroup decisions and accomplishments
- 4.6 Fairness in the way employee was treated

2. Recognition

- 4.5 Fairness of recognition and awards for employee's individual accomplishments
- 4.2 Fairness of recognition and awards for team accomplishments that employee was involved in.
- 4.3 Career-enhancing and satisfying challenges
- 4.1 Career advancement

3. Management and Organization

- 3.9 Communications within office
- 4.2 How well management's expectations were communicated to employee
- 3.9 How well management resolved problems and complaints

- 4.3 Adequacy of guidance and assistance given to employee to perform their job effectively
- 4.3 Adequacy of advice and guidance provided to help employee meet their career goals
- 4.5 Management's concern for health and safety in the office
- 4.3 Freedom to be creative and innovative
- 4.1 How well management followed the Collective Bargaining Agreement

With regard to training:

- 4.0 Availability of external training
- 4.3 Quality of external training
- 4.2 Availability of "in-house" training
- 4.3 Quality of "in-house" training
- 4.1 Availability of on-duty training time

4. What influenced the employee's decision to move to another office? The *average* rating is listed below for each item. **The scale ranges from 5 (very important) to 1 (unimportant).**

Career enhancement	4.3
Rotating shifts	1.7
Management/employee relations	1.6
Office location	2.8
Family circumstances	2.9
Personal circumstances	2.9
Other (Housing)	1.5